

Ratification Bullets for IAMAW Local 587 Agreement with Raytheon

February 23, 2019

4 YEAR CONTRACT

February 24, 2019 to February 26, 2023

WAGES

	Wage Increase
Year 1 (2019)	2.75%
Year 2 (2020)	2.75%
Year 3 (2021)	3.0%
Year 4 (2022)	3.0%

RATIFICATION BONUS

Payment of **\$1,500** to each active employee, effective in next pay period

PENSION

\$6 increase to **\$60** immediately.

HEALTH AND WELLNESS

Annual cash payment of **\$750** each year of the CBA to be paid (April)

INCREASED SHIFT DIFFERENTIALS

Increase the 2nd shift differential to **\$1.74** and 3rd shift differential to **\$1.89**

SHORT TERM DISABILITY BUYBACK

Enhanced options for STD buyback for legacy employees. See attachment 1.

BENEFITS

Continue with Company Medical Plan

MERGING JOB CLASSIFICATION

Merged job code 05 and 06 into job code 08. See attachment 2.

HOLIDAY SCHEDULE

12 holidays per year, 2 additional unpaid (Martin Luther King Jr. and Veteran's Day). See attachment 3.

VACATION

Enhanced vacation schedule. See attachment 4.

VOLUNTARY LAYOFF

Increase to 14 week pay continuance for up to 5 employees in 2019 with contractual medical/ vision and dental benefits. Company has agreed to discuss future years of CBA.

DEATH IN IMMEDIATE FAMILY

2 additional excused, unpaid days during work week (Monday- Friday)

OVERTIME

Increased overtime flexibility for Friday vacation days

OVERTIME

Article 7.10 paragraph 3: "No employees will be asked for overtime if the employee hours are greater than 50 35 hours higher than the lowest employee in their overtime classification"

SNOW REMOVAL

Snow removal omitted from 07 job classification